



# KATUSA PROGRAM



**2-1 ADA BN**

**“Let’s Go Together”**

**PREPARED BY**



# AGENDA



- Introduction to KOREA
- KATUSA PROGRAM
- ROKA Staff Office
- EUSA Reg. 600-2
- Difficulties
- Q & A



# Introduction to Korea



- HISTORY
- TERRAIN
- DEFENSE
- LOCATION
- CLIMATE



# HISTORY



B.C.  
2333

B.C.  
108

A.D.  
668

93  
5

139  
2

194  
5

Present

**Kochosun (The first Korean nation)**

**Three era (Koguryo, Paekje, Shilla)**

**United Shilla Dynasty**

**Koryo Dynasty (Origin of 'Korea')**

**Chosun Dynasty (End of Korean kingdoms)**

**Republic of Korea**

- 1948 : ROK government establishment

- 1950 - 1953 : Korean war

- 1988 : Olympic games

- 2002 : World Cup

- 2005 : APEC Economic Leaders Meeting





# LOCATION



Korean Peninsula



- **Latitud : N.L. 33° ~**
- **e : 43°**
- **Longitu E.L. 124° ~**
- **Time difference de 132°**
  - **L. A. : - 17 hours**
  - **Washington : - 14 hours**
  - **London : - 9 hours**



# TERRAIN



- Area : 222,154 km<sup>2</sup>  
(South Korea : 98,190 km<sup>2</sup>)
- Width (East ~ West) : 500 km
- Length (South ~ North) : 1,000 km
- Characteristics
  - Higher in the east
  - 3 sides face the sea

CIA (The World Factbook)

<http://www.cia.gov/cia/publications/factbook/geos/ks.html>





# CLIMATE



- **Characteristic**
  - 4 seasons clearly divided
  - Summer hot & humid
  - Winter cold & dry
- **Details**



Season	Summer	Winter	Spring / Autumn
Month	Jun - Aug	Dec - Feb	Mar - May / Sep - Nov
Average Temp.	79° F	27° F	52° F
Average Precip.	765mm	90mm	240mm



# DEFENSE



- **Defense status ('02)**

- **Personnel**

	Total	Army	Navy	Air Force	Reserve	Remark
South	3,070,000	560,000	70,000	60,000	2,380,000	N. K : S. K =25: 1
North	7,700,000	1,000,000	50,000	100,000	6,550,000	

- **Equipment**

	Tank	Cannon	Battleship	Submarine	Plane	Remark
South	4,400	4,800	220	7	1360	N. K : S. K =18: 1
North	6,070	11,200	770	50	1670	

- **Defense Cost : \$ 11. 5 billion (3.2% of GNP)**

- **Army recruiting system : Draft system (24 months)**





# HISTORY

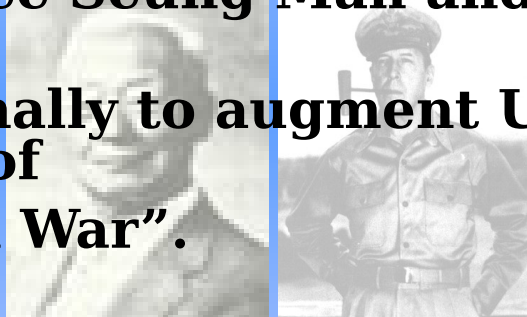


- **Origin**

- Initiated in July 1950 by an informal agreement between ROK

- President Lee Seung Man and General McArthur.

- It was originally to augment US forces during the early stages of the “Korean War”.



- **Selection**

- Until 1982, the KATUSAs were selected from either the Army

- basic military training center or cadres of ROKA units.

- From 1982, all of the KATUSAs were selected from civilian

- volunteers, and then from 1987, 50% from civilian volunteers



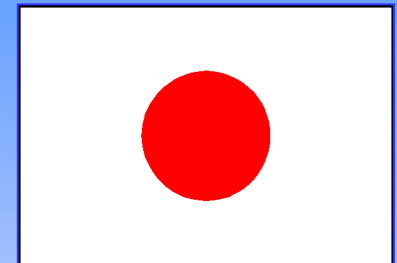
# UNIQUENESS



Korean  
Augmentation  
To the  
United  
States  
Army

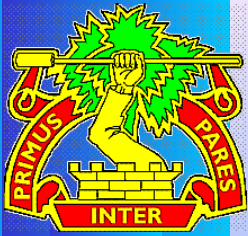


~~JATUSA~~



~~GATUSA~~





# MISSION



TO AUGMENT EIGHTH U.S. ARMY WITH  
ROKA SOLDIERS IN ORDER TO  
INCREASE THE ROK/U.S. COMBINED  
DEFENSE CAPABILITY ON THE KOREAN  
PENINSULA

*EUSA Reg. 600-2*

The KATUSAs were among the finest  
troops....

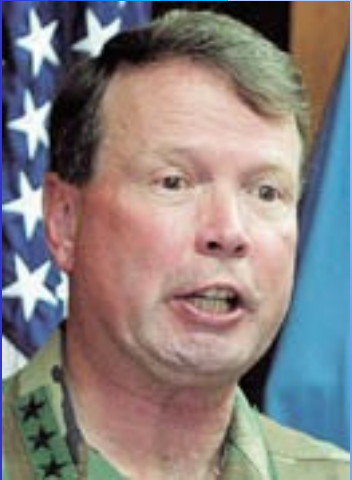
They were indefatigable, disciplined,  
and quick to learn. -Colin L. Powell-

From his memoir " My American





# MISSION



Although the United States Army has shared close professional working relationships with many other countries' armed forces personnel, none come close to equaling the scope and unique relationship engendered within the KATUSA Program.

There is a definite value to having the KATUSA Program. Without it the liaison functions between the US and ROK forces would have to be augmented in some other way. Readiness could be affected in a negative way. The value of the KATUSA Program is primarily in the liaison function that the great young men serving their country bring to readiness and the upgrade to the defense posture that has successfully continued to deter aggression for over 50 years now.

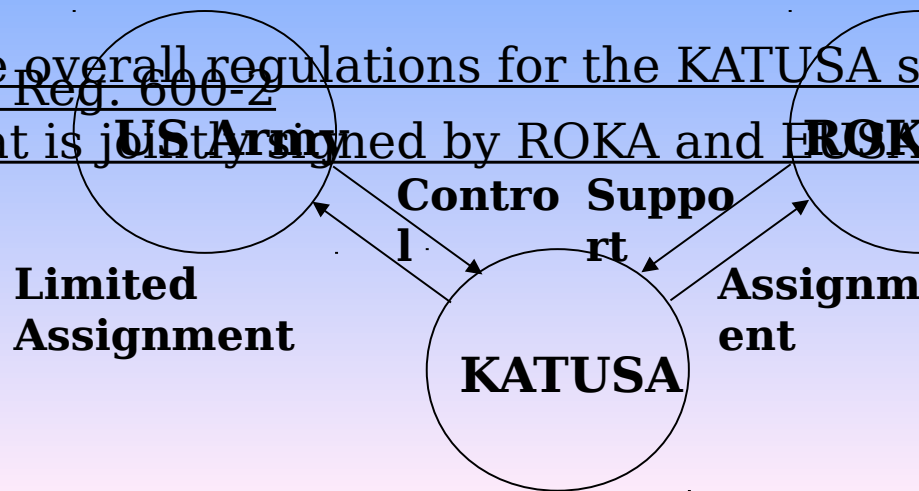
LTG Campbell, Charles C.



# IDENTITY



- KATUSA is not a US soldier but a ROKA soldier
- KATUSA is a group of ROK Army soldiers under the US chain of command.
- KATUSA is controlled by the US Army except management on personnel administration affairs that are controlled by ROKA Staff NCO based on EUSA Reg. 600-2..
- KATUSA is drafted soldiers who are paid the same as the ROKA soldiers.
- The overall regulations for the KATUSA system is stated in EUSA Reg. 600-2 that is jointly signed by ROKA and EUSA Army





# SIGNIFICANCE



- KATUSAs make up for 20% of total 8<sup>th</sup> U.S. Army manpower in Korea and approximately 4,800 KATUSAs are serving side-by-side with US soldiers
- Increase US & ROK combined defense capability and combat readiness on the Korean Peninsula
- Symbolize US & ROK friendship and mutual support system
- Provide job continuity in the U.S. Army





# EXCELLENCE



- All KATUSA soldiers volunteered.
- KATUSA soldiers have completed high level of education.
  - 100% of KATUSA soldiers have or are close to receiving their college degrees(in 2-1 ADA BN)
  - 10% of KATUSA soldiers have lived in English-speaking countries(3 KATUSAs in 2-1 ADA BN)
- Former KATUSA soldiers serve in important positions throughout society.







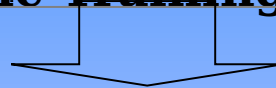
# ASSIGN PROCESS



**Selection from Civilian  
Candidates scoring 700 points or  
higher on TOEIC Test**



**ROKA Basic Military Training  
(5Weeks)  
In Basic Training Center**



**KATUSA Training Academy  
(3Weeks)**

**In Cp. Jackson**



**Unit Assignment**

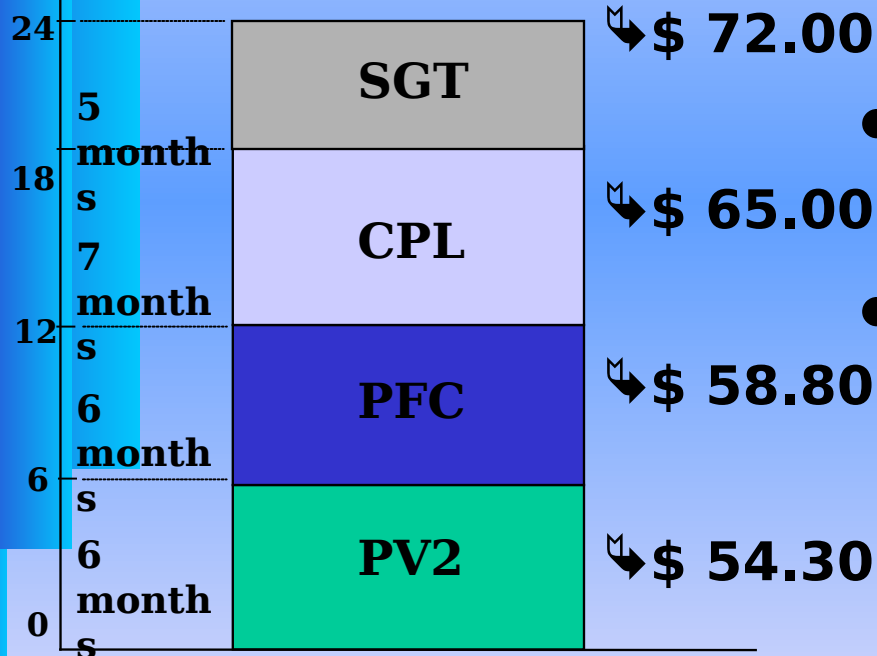


# PROMOTION & PAY



Total : 24  
months

months



- **System**

- Chronological Promotion

- **Authority**

- Cdr. ROKA Support Group

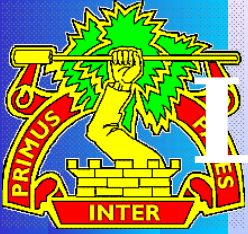
- **Basis**

- ROKA Promotion Policy



**\* US ARMY E5  
MAKES**

**ABOUT \$ 55 PER  
DAY**



# Leave, Pass & Holiday



- **Leave : follow the ROKA regulations**
  - o Ordinary : 3 times, total of 30 days (PFC, CPL, SGT)
  - o Reward : 10 days max
  - o Compassionate : 20 days max (Death, Marriage, etc)
  - # Leave period is negotiable with U.S. Command but ultimate authority is with the ROKA staff.  
(U.S. Commander can request to change leave periods for operational purposes.)
- **Pass**
  - o In the same way as US Army personnel
  - # The main authority of pass is with U.S. command but ROKA staff can limit pass



# KATUSA DISCIPLINE



- **Award**

- KATUSAs can receive awards from the US Army according to the same standards as other US soldiers.
- KATUSAs can receive awards when they are considered an outstanding soldier from both ROK & US Army.

- **Punishment**

- Punishment may be suggested by the US commanders, but the final decisions & executions are determined by the ROK Army.
  - Confinement in jail
  - Restriction on leave
  - Disciplinary training



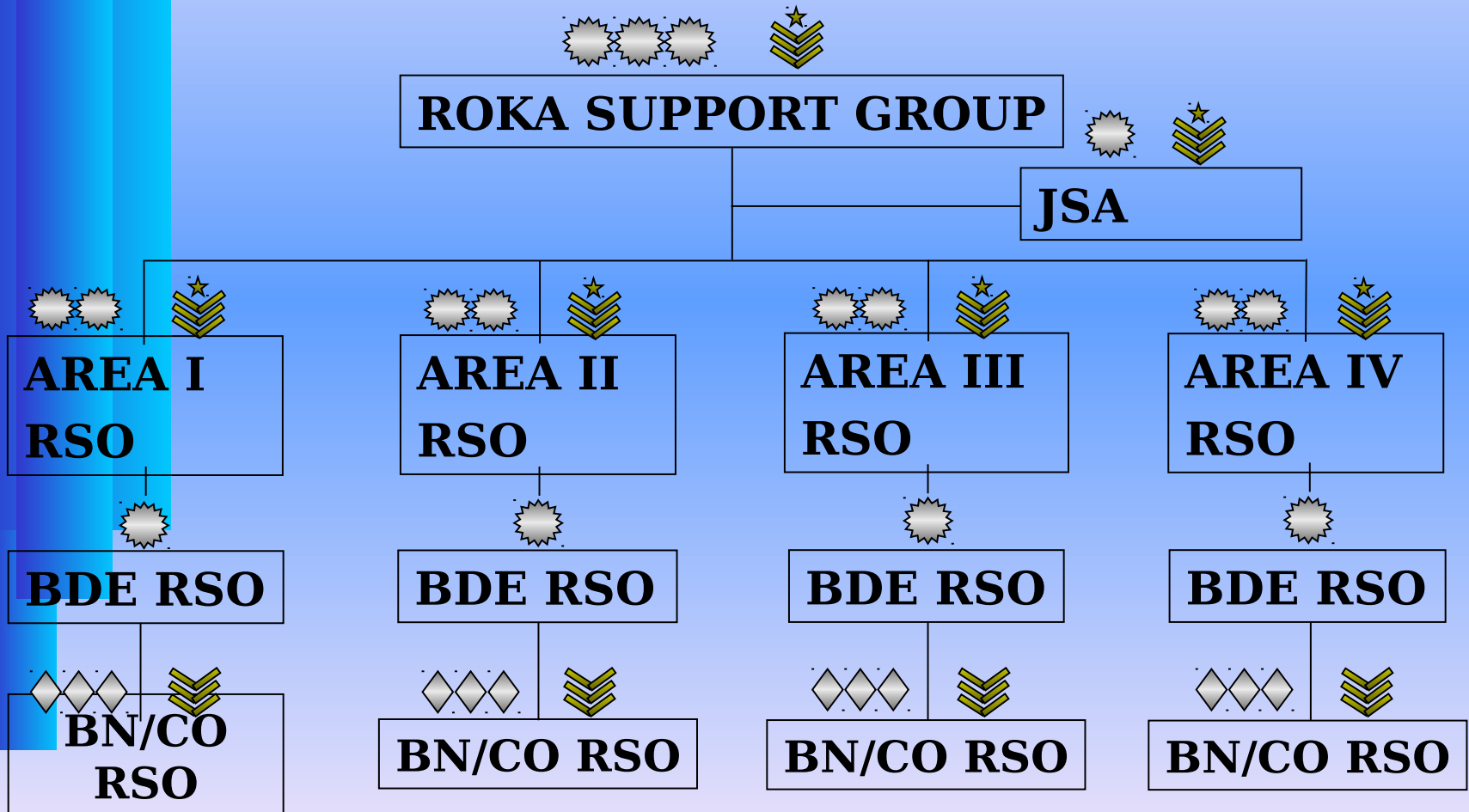
# ROKA Staff Office



- ORGANIZATION
- AUTHORITY
- SENIOR KATUSA
- KATUSA Management
- ROKA Directed Training
- English Language Training(ELT)
- US/ROK FRIENDSHIP ACTIVITY



# ORGANIZATION



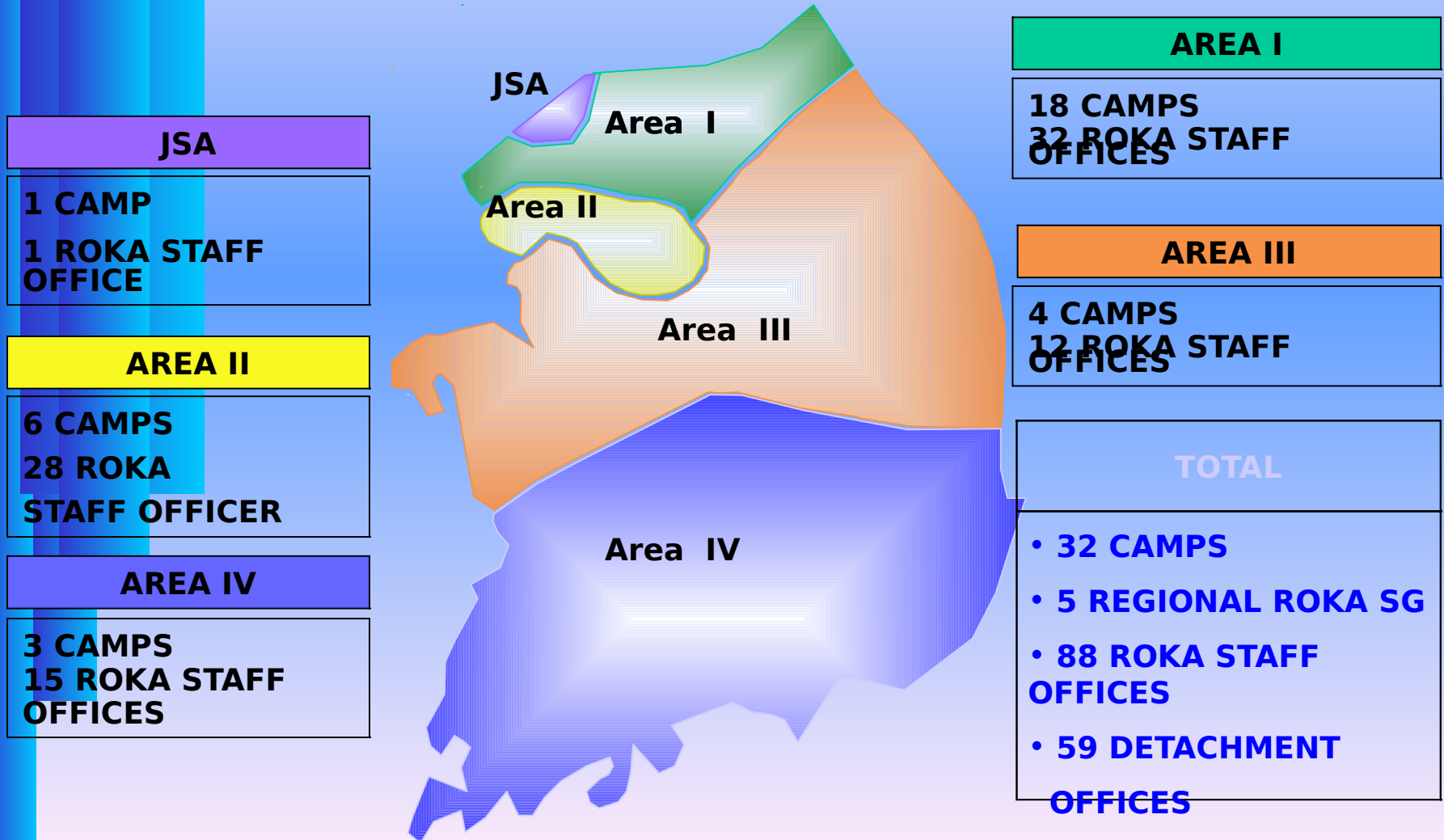


# ORGANIZATION

## (Cont.)



### • DISTRIBUTION MAP







# SENIOR KATUSA



## Mission

- o Advice for KATUSA management

- o US / ROK liaison work

- o **Duty** Report the status of KATUSAs

- o Coordinate with US sections

- o Assist ROKA Staff

- # **Position** Officer / NCO

- o Assistant ROKA Staff Officer / NCO

- o Unit KATUSA soldier EOR

- o Senior KATUSA is not a member





# KATUSA Management



**Individual Affairs**  
**Counselling / Advice**



**Except For FTX  
or training  
period, if there  
is a request  
from ROKA staff  
for counseling  
soldier, PLT  
should provide  
the soldier**

**Administrative Support**  
**Leave / Pay / Promotion**  
**Assignment / ETS**

**Education**

**Humanity /  
Personality**

**Accident  
Prevention**



# ROKA Directed Training

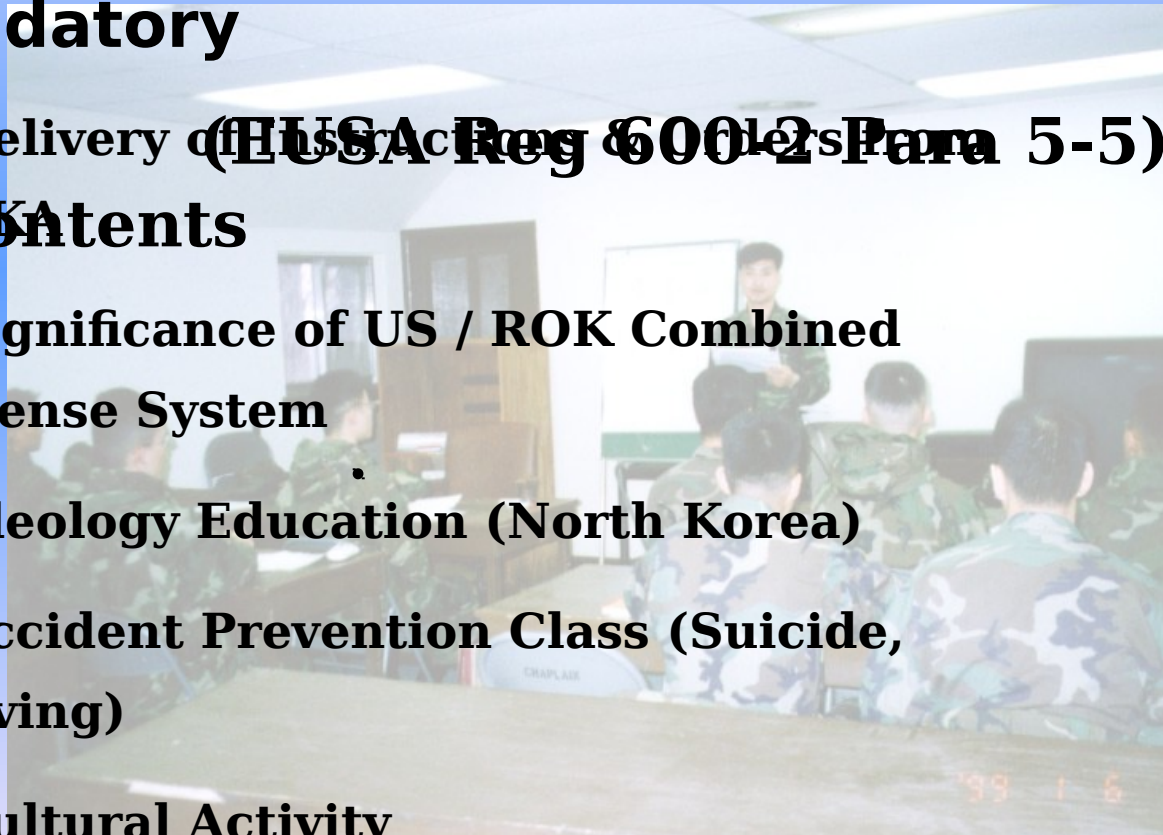


- **Time : 0900 - 1130, every Wednesday**  
**\*Mandatory**

○ Delivery of (USARMC Reg 600-2 Para 5-5)

- **Contents**

- **Significance of US / ROK Combined Defense System**
- **Ideology Education (North Korea)**
- **Accident Prevention Class (Suicide, Driving)**
- **Cultural Activity**
- **ROKA Regulation / Law and Military**

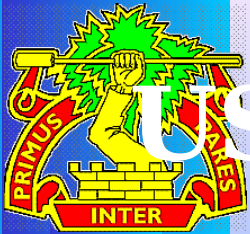




# English Training



- Time : 1300-1700, every Wednesday
- Standard : This training is implemented to provide English language skill, so that KATUSA soldiers can fight effectively as part of the U.S. Army team. (Ref. EUSA Reg 600-2 Para 5-6. d.)
- 12 hours of informal training a month in each unit.
  - At this training, Guest instructors in U.S. Army can give a class
  - TOFEL(Test Of English as a Foreign Language).
  - TOEIC(Test Of English for International Communication).
  - Using Educational Aids (Slides, Movies, Handouts, Tapes)



# US/ROK Friendship Activity



- **Personal / Group activity**
  - Inviting US personnel to Korean Homes
  - Group Touring Events (historic places, tourist resorts, industrial facilities)
- **KATUSA and U.S. Soldier Friendship Week (1<sup>st</sup> Week of 1990)**
  - Purpose : Promote friendship between ROK & US
  - Contents : Group tour, Sports games, Celebration party
  - U.S. Army takes charge of Friendship Week supported by ROKA staff.
- **Han-gul Class**
  - Purpose : Better understanding about Korean culture
  - Basic principles of Han-gul, Practical use, Introduction to Korean culture





# EUSA Reg. 600-2



## (The unique legal basis)

- PERSONNEL MANAGEMENT
- PERSONNEL SERVICES
- LOGISTICAL MANAGEMENT
- [ <https://www-eusa-4.korea.army.mil/Eusaprm/regulation> ]



# Difficulties



- Insufficient English Proficiency
- Promotion in rank structure
- Absence of MOS training
- Cultural Differences





# INSUFFICIENT ENGLISH PROFICIENCY



- Take interest in ROKA directed English classes
  - Need for qualified instructors / organization of classes according to level
  - Assign teaching time and provide motivation
  - Activate more U.S & KATUSA combined physical Activity



# PROMOTION



- Recognition of rank despite different promotion systems
  - Assignment of duties appropriate to rank and stabilization of atmosphere of mutual respect
  - Inform U.S. soldiers of the different promotion system
  - KATUSAs are admitted to NCO regardless of WLC fulfillment after get CPL
  - In case of conduct out of line and disrespectful of rank take strong measure such as consulting the EO advisor

**Disregard for promotion system is negligence of order**



# MOS TRAINING



- Need for reassessed MOS Training standards
  - KATUSAs receive no MOS Training prior to assignment
  - Analyze required MOS training for authorized job
  - Strengthen required MOS training in performing duty
  - Need for JOB BOOK for each position / OJT thoroughness
  - Alternative employment of expertised civilian manpower in special areas

**Limited mission accomplishment of specialized duties  
due to insufficient MOS training remains a risk**



# Culture Difference



- Insufficient education on culture and program
  - Extensive Newcomers' Brief on culture and general Korean habits necessary
  - Enforce basic courtesy education on barracks' life
  - Strengthen education concerning the KATUSA program and EO
  - Regular talks between ROK-US needed to facilitate adjustment to Army life and resolve conflicts

**Lack of understanding and respect for both cultures**



# MISUNDERSTANDABLE KOREAN CULTURE





# PHYSICAL TOUCH



**Koreans tend to stand close together when they talk or**

**walk and they might act pushy in public.**

**The misunderstanding arises because**

**Koreans don't realize well they are invading the personal space of others. Koreans think this is evitable and tend to think It's O.K unless the contact hurts.**

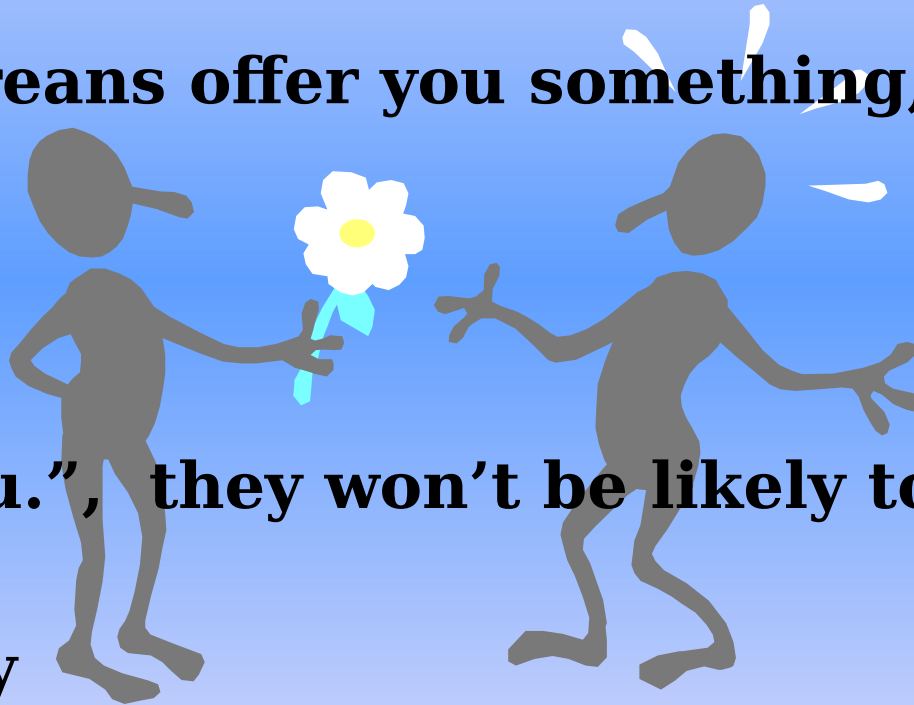


# **"NO" FOR AN ANSWER**



**When Koreans offer you something, if you say, "No**

**thank you.", they won't be likely to give up that easily**



**because they may think you're just being**





# PERSONAL QUESTIONS



**It is quite normal for Koreans to ask someone his or her age, marital status, or similar questions to become more familiar with each other. However, most foreigners would consider this impolite. Koreans are generally very curious about people from other countries.**



# SMILES AND LAUGHS



**Koreans often laugh or giggle out of  
embarrassment  
when they feel sorry for their mistakes  
instead of acting  
seriously apologetic. This is often**



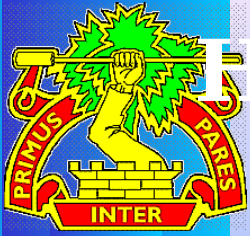


# PROPOSING A SEAT FOR A VISITOR



**Koreans, traditionally hold a visitor in high esteem. It is considered appropriate that the treatment of visitors shows the politeness of the host. For example, it is very**





# **HOLDING HANDS / DANCING WITH THE SAME SEX**



**Americans are shocked when they see  
Koreans walking  
holding hands or dancing with the same sex.  
To Americans  
these actions are considered to be  
homosexual. However, in**

**Korea, it simply shows good friendship and**



# HUGGING AN UNKNOWN CHILD



**American parents get a little nervous when strangers**

**touch or hug their children. You should not be frightened**

**by this behavior in Korea, because it's simply a way of**





# KOREAN AGE

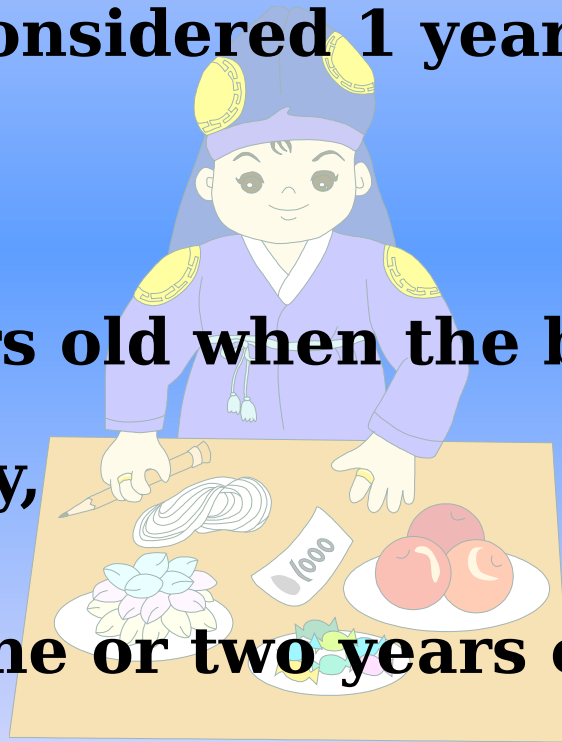


**Koreans are considered 1 year old when they are born and**

**become 2 years old when the birth year ends. Normally,**

**Koreans are one or two years older than Americans even**

**though their birthdays may be on the same**





# MISUNDERSTANDABLE AMERICAN CULTURE





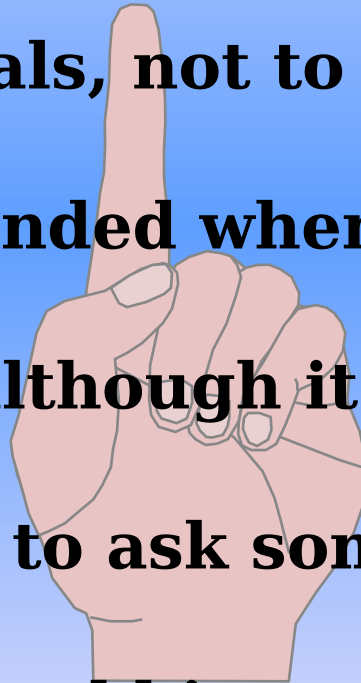


# **USING THE INDEX FINGER WHEN CALLING SOMEONE**

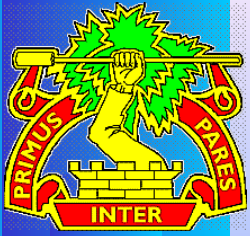


**Koreans use their index finger only when beckoning animals, not to call a person.**

**Koreans are offended when they are beckoned in this manner although it is a common gesture used in America to ask someone to come closer.**



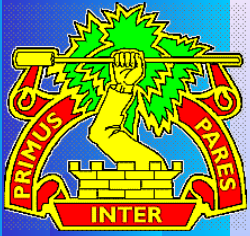
**In Korea, You should instead use an open palm to gesture in other person's direction.**



# **LISTEN TO LOUD MUSIC, ESPECIALLY IN BARRACKS**



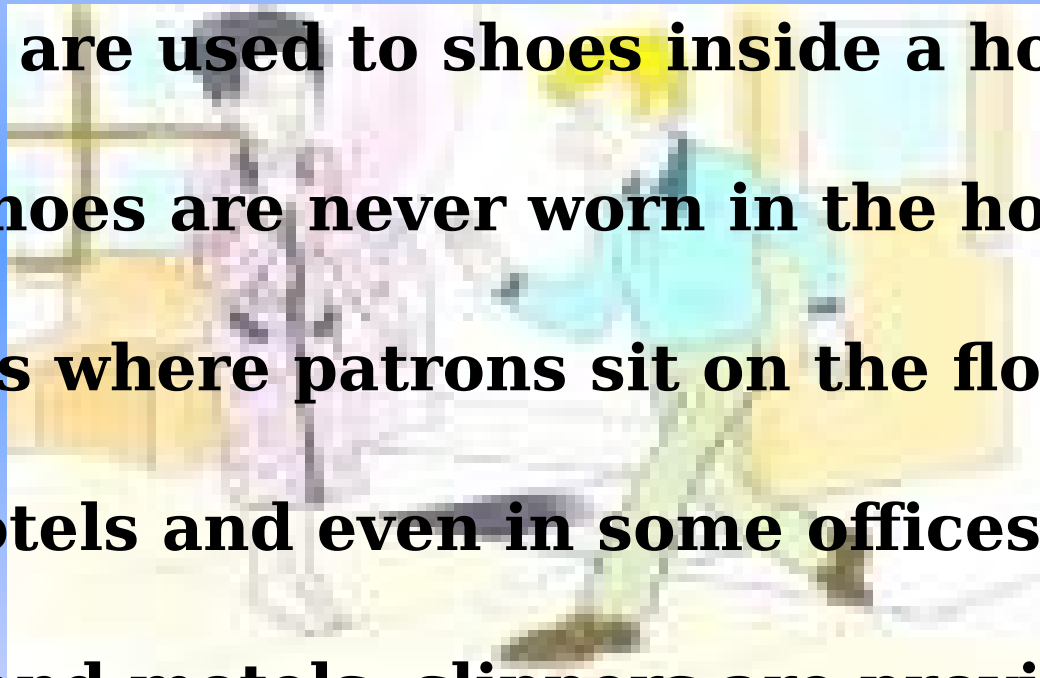
**This behavior may result from the right that lies at the heart of the American Constitution: freedom. It seems to be common for U.S soldiers to listen to music at high volume. In Korea, loud music is confined to clubs. Even private homes are very conservative with regard to the volume of music, for they are quite conscious of their neighbor's feeling and their own family's image with**

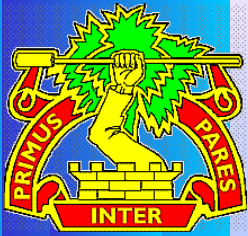


# WEAR SHOES INSIDE THE HOME



**Americans are used to shoes inside a home, but in Korea shoes are never worn in the home, restaurants where patrons sit on the floor, Korean motels and even in some offices. In offices and motels, slippers are provided instead.**





# AREN'T WILLING TO TRY NEW FOODS



**Sometimes Koreans complain that Americans are finicky about what they eat. Korean food features a huge variety of dishes. Even what some Americans have come to refer to as the “infamous Kimchi” comes in hundreds of variations. While Koreans do eat some things that seem strange to an American’s way of thinking, visitors may be pleasantly surprised if they just taste some of the novel dishes available in Korea**





# **JOKE AROUND A LOT WHILE WORKING**



**Americans and Koreans like to give the impression that they are competent and in control of things. Americans do it with an air of relaxation and a sense of humor; Koreans by a sense of alertness and quick activity. Koreans may feel that Americans are “not serious” about their work, Americans may think that Korean workers are too “upright”**



# FAQ





# Why KATUSAs need to go on **pas** so often?



1. KATUSAs are **S** not career soldiers. So, we need to keep in touch with social activities to prepare for civilian life after our ETS.
2. Most KATUSA soldiers are supported by their parents, because KATUSA soldiers have low monthly wages.
3. Going on pass doesn't only mean going home always. If we don't have a pass form, curfew hours are still 2200 although it's a weekend.





# Why the KATUSA flock together?



- 1. We all have graduated from same basic training camp and have similar backgrounds and environment.**
- 2. Junior KATUSAs are charged by senior KATUSAs for about 3 week in order to adapt to the new circumstances.**
- 3. It is comfortable and easier to communicate in Korean than in English. The reason why U.S. soldiers go together.**
- 4. But KATUSAs are also eager to make friends and have good relationship with U.S soldiers.**



## Why PV2 KATUSA is so tense?



- 1. This is a way of showing discipline in the ROK Army and that he is no longer a civilian but a soldier. If he is a ROK Army soldier, he should be looks tensed much more.**
- 2. Not because of the pressure from a senior KATUSA but because new soldiers lock up by themselves.**
- 3. The rank systems of the U.S Army and ROKA are different. KATUSA soldiers are regulated to show respect to their seniors even though they are not NCOs or above.**
- 4. All forms of abuse and harassment have stopped, but minimum punishing procedures remain to maintain discipline and order. (counseling, revoke pass)**



# **Why KATUSAs do not take initiative?**



- 1. ROK soldiers are accustomed to following instructions from supervisors. This attitude needs to be changed.**
- 2. Korean culture is based upon Confucianism. According to Confucianism, “ Speech is silver, Silence is golden”/ This old saying is not always true but that saying is still in our minds.**
- 3. Sometimes it’s because of a language problem.**
- 4. Some KATUSAs can’t express what they really want to say.**



# SUMMARY

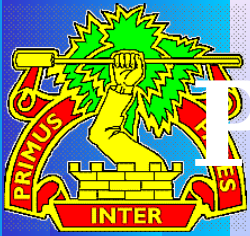


- Introduction to Korea
- KATUSA Program
- ROKA Staff Officer
- EUSA Reg. 600-2
- Difficulties
- FAQ



# Q&A





# POINTS OF CONTACT



- 2-1 ADA BN ROKA STAFF OFFICER  
PV2 LEE, KYOO SUNG
  - DSN : 765-7250
  - E-mail : kyoosung.lee@korea .army.mil
- 2-1 ADA BN Senior KATUSA  
SGT Kim, Ji Soo
  - DSN : 764-4611
  - E-mail : darkness.kim@korea.army.mil



# WE GO TOGETHER



- Strengthened Combat Power
- Stronger ROK-U.S alliance Based on Mutual Respect and Understanding
- Continuous Bilateral Endeavors for Prosperity
- Supporters of U.S Army After ETS

□□ □□□ !







**THE END**

**THANK YOU**